



Executive Board Structure and Remuneration

Andriy Kobolyev



Chief Executive Officer (Chairman of the executive board) since 25 March 2014

Andriy began his career at the international audit and consulting group **PriceWaterhouseCoopers** (PwC), where he specialized in strategic management and corporate transformation. From 2002 to 2010 he worked at Naftogaz, rising from a chief specialist to adviser to the chairman. Some time later, Andriy co-founded AYA Capital investment banking group where he focused on debt and equity capital raising, debt restructuring and corporate reorganizations of large enterprises and holdings. Andriy holds a master's degree in international economic relations with honors from the Institute of

International Relations at Taras Shevchenko National University of Kyiv.

Sergiy Pereloma

First Deputy Chairman since August 2014

Sergiy has more than 13 years experience in the oil and gas industry and manages divisions responsible for transit and supply of natural gas, customs clearance, gas sales and gas balancing. He has extensive experience in finance, banking and insurance sectors.

Sergiy graduated from the Institute of International Relations at Kyiv Shevchenko National University.

Corporate Governance

Corporate Governance Reform

Corporate governance action plan

Executive Board Structure and Remuneration

Senior Managers

Supervisory board

Archive news

December 2020						
Mo	Tu	We	Th	Fr	Sa	Su
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



Yaroslav Teklyuk

Executive Board member since 20 January 2020

Director for legal affairs

Yaroslav is responsible for legal matters and government relations.

He has more than 16 years of professional experience in legal practice.

Yaroslav has provided legal advice and represented corporate clients in banking, financial, and telecommunications sectors.

Prior to joining Naftogaz he spent eight years at Vasil Kisil and Partners, a leading Ukrainian law firm,



including four years as a partner.

Yaroslav has graduated in International Law from the Institute of International Relations at Kyiv National Shevchenko University. Yuriy has worked at Naftogaz since the company was founded. He is responsible for taxation, pricing policy, budgeting and economic relations. Before moving to oil and gas industry, he worked for 15 years in the Finance Ministry of Ukraine.

Petrus Stephanus van Driel



**Executive
Board member
since 20
January 2020**

**Chief Financial
Officer of Naftogaz
Group**

Petrus van Driel is
responsible for
developing

integrated corporate finance functions and defining financial policy, principles and procedures at Naftogaz group.

Mr. Van Driel also is in charge of financial forecasting and planning, funding the group's strategic initiatives, and improving the efficiency of financial transactions.

Petrus van Driel is a finance executive with almost 30 years of experience in various positions with Shell, ranging from finance advisor at Billion International (a Shell subsidiary) to vice president accounting and reporting at Royal Dutch Shell. Throughout his career, he has covered key finance areas including accounting and reporting, business performance management, business partnering, value management, business and finance process outsourcing, M&A and investor relations.

Petrus is fluent in Dutch and English and has a good command of German and French.

A graduate of Thomas More College (the Hague), Mr. Van Driel studied business administration at Erasmus University Rotterdam with a focus on financial and economic management. He also participated in the exchange program of the Vienna University of Economics and Business Administration.

Otto Waterlander



Executive Board member since 20 January 2020

Chief Operating Officer (COO) of Naftogaz Group, Naftogaz Group Chief Transformation Officer

Responsible for Naftogaz group's transformation projects, including the introduction of a new operational model and divisional structure, implementation of cross-functional processes and design of business process databases. He will also lead and participate in developing initiatives to increase the value of Naftogaz group's enterprises, enhance business

performance and generate more profit for shareholders.

Has 30 years of experience across the oil and gas value chain. Built deep expertise in leading transformations, in operational and commercial business improvement and in business development. Gained a distinctive profile in the natural gas and LNG market where he supported many companies in the (re)negotiation and arbitration of long-term contracts.

Before joining Naftogaz, Otto Waterlander was a Senior Partner at McKinsey & Company where he co-led

the global Oil & Gas practice. Before that, he was a Partner in the energy practice at Booz & Company. He started his career with Royal Dutch Shell in May 1990 where he had various roles in the Netherlands and Venezuela until the end of 1997.

Otto Waterlander acquired his Master in Business Economics at Erasmus University in Rotterdam and he speaks Dutch, English, German and Spanish.

Key managers and their remuneration in 2019		
In 2019, the management team included five executive board members and eleven directors (2018: six executive board members and nine directors). The compensation for the management team, which is part of other operating costs, included salaries and additional current bonuses, making up UAH 343 million (UAH 717 million in 2018).		
<small>* Includes UAH 4.6 million in taxes, duties and other levies. Since mid February till the end of 2019, Andriy Kobolyev donated all his remuneration from Naftogaz to charity. During this period he transferred UAH 11.4 million to Come Back Alive, Tabletochki, Narodnyi Tyl Reabilitatsiya and Blagomay. The charity funds used the donations to organize management training programs for the Ukrainian Armed Forces, support rehabilitation of families of the fallen soldiers, finance medications for children fighting cancer as well as hold career orientation events for kids raised without parents.</small>		
<small>** Including UAH 2.5 million reward as executive board member.</small>		
Andriy Kobolyev*	21.2	
Sergiy Pereloma	25.7	
Sergiy Konovets	29.9	
Yuriy Kolbushkin	22.1	
Mykola Havrylenko**	18.7	
Total	117.6	